SOCIAL WELFARE AND LABOUR SECRETARIAT

ORDER

Bangalore, dated 18th October 1973

S.O. 2471—

Whereas the Government of Karnataka are of opinion that an industrial disputes exists between the workmen and the management of Mysore Chrome Tanning Company Ltd., Bangalore-26 on the points noted below:

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947), the Government of Karnataka hereby refer the said dispute for adjudication to the Industrial Tribuanl at Bangalore.

Points of Dispute

"Is the Labour Union of Mysore Chrome Tanning Co., Ltd., Mysore Road, Bangalore, justified in raising the following demands:

1. Dearness Allowance

Dearness Allowance shall be linked to cost of living Index at Bangalore Simla series at the rate of Rs. 2 per point. However Dearness Allowance shall be at Zero for the cosumer price index as on 1st January 1973 and the management shall pay Dearness Allowance only if it rises above the level existing as on 1st January 1973 at the above rate.

2. Wages Structure

Group I. **Unskilled:** Rs. 250-10-350.

Helpers, peons, Attenders, Sweepers, Raw Hides, Cycle Orderleys and Packers.

Group 2. **Semi-skilled:** Rs. 280-10-380.

Maistry, Watchmen, Nailers, Buffer, Trimmer, Flesher, Paddles Operators, Stacker Rollers, Drum Setters, Setting Out Operators, Seasoner, Hot room, Glazzer, Measurer, Dying and Tanning Drum Operators, Mechanics, Fitters, Fireman, Industrial Leather Goods Manufacturer.

Group 3. **Skilled:** Rs. 320-12-50-445.

Shaver, Finisher, Splitter, Sprayer, Embossor, Assorter, Fancy Leather Goods Maker and Mechanic (Trained).

Group 4. **Highly-skilled:** Rs. 360-15-510.

Clerks, Assistant Store Keeper, Supervision (Non-Diploma) Foreman (Non-Diploma) Time Keeper, Assistant Accountant, Typist and Store Keeper.

Group 5. **Supervisor:** Rs. 400-18-580.

Supervisor B. Tech., Accountant B. Com., Store Keeper B.Com., Foreman Diploma Holders.

3. House Rent Allowance

The Company shall provide houses to all employees at the rate of 15 per cent of the Basic Wage or alternatively pay House Rent Allowance at the rate of 15 per cent wages.

4. Uniforms

The Company shall supply Uniform in **Three Sets** to all Employees by providing Three Pants and Three Shirts or issue 17 meters of cloth per each employee. One colour for work-side and one colour for administrative side for the every financial year.

5. Shoes

We demand that the management should provide two pairs of shoes for all the employees for every financial year.

6. Night Shift Allowance

Night shift allowance to be paid to all the employees at the rate of Re. 1 per day such of the employees who work in second shift and third after 6.00 P.M.

7. Heat Allowance

The company should provide Heat Allowance where the heat work like Embossing, Boiler and Dying drum work, Hot Room Operator at the rate of Rs. 10 per month.

8. Festival Advance

This should be given to all the employees of Rs. 300 per year and be recovered in Ten Equal instalments as per the Government rules and other concerned.

9. Leave Facilities

Leave facilities to be raised to all the employees at the rate of Rs. 10 per month.

Casual Leave—7 days.
Sick Leave—7 days.
Earned Leave—One month as per the Government.

10. Job Valuation

Gratuity scheme to be raised 12 days to half a month salary for each year of completed service as Ex-Gratia benefit as per the Government notification dated, 28th August 1972.

11. Facilities for Watch and Ward

The Company should give one Rain Coat and one Woolen Coat for every three years once for watch and ward.

12. Piece Rate Workers

All the piece rated workers should be confirmed as monthly rated permanent employees who are working one year of service to the company and fixing the grade to Group 3 as above mentioned in the wages structure.

If not, to what reliefs, the workmen are entitled."

[No. SWL 942 (1) LLD 73.]

By Order and in the name of the Governor of Karnataka,

ANIRUDHA DESAI,
Under Secretary to Government,
Social Welfare and Labour Department.